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Goal 4: Expand Our Commitment to Equity

Strategic Planning Development Team

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Strategic Plan | Expand Our Commitment to Equity



Portland State University is an access institution with a history of diversity and an emerging focus on addressing racism, equity and inclusion. With the Portland region in the midst of a demographic shift, diversity is one of the characteristics that set PSU apart in a crowded higher education market. We must ensure a campus climate that welcomes all students, employees, and community partners.

OBJECTIVE: *Create an environment at PSU that is open, inclusive and committed to diversity, and ensure that all students and faculty embrace culturally responsive teaching and learning.*

Initiative 1: Create a More Inclusive Campus

- 1.1 Create expectations, training and incentives for faculty, staff, and students to regularly participate in culturally responsive education and sharing opportunities.
- 1.2 Conduct a campus climate audit to assess and inform safety and inclusion.
- 1.3 Develop and utilize an equity lens in campus decision-making.
- 1.4 Provide linguistically appropriate student services.

Initiative 2: Promote Diversity Through Hiring and Retention

- 2.1 Adopt best practices for recruitment, retention and advancement of diverse faculty, staff and administrators to better reflect the diversity of the student body.

Initiative 3: Define and Measure Diversity Learning Outcomes

- 3.1 Incorporate assessment of diversity learning outcomes in academic units and the Diversity Action Plan.
- 3.2 Train faculty to incorporate diversity elements in their courses.

Equity Lens

- Deepen our commitment by looking for opportunities to make PSU policy, programs and practice more equitable.
- Elevate the campuses expectations for greater accountability around equity issues.
- Consider acknowledging equity efforts in promotion and tenure guidelines, performance evaluations and similar assessments.
- Acknowledge that “the international educational experience” can be local, by making valuable cross-cultural experiences available to our students through increased contact with international students and communities in our area.
- Recognize that cultural understanding is a pre-requisite for an engaged education and that we have a responsibility to provide our students with the necessary competencies to be able to work with diverse

colleagues and the organizations they serve.